



THE UNIVERSITY
of ADELAIDE



COUNCIL NEWS

Towards a safer and more inclusive culture

Council accepts that it is ultimately responsible for the culture of the University, and that the culture should reflect the University's values of Integrity, Respect, Collegiality, Excellence and Discovery.

Council acknowledges that the University must move immediately to address concerns about its culture, and that an apology is owed to those who have been harmed by unacceptable behaviour while on University premises or in the course of activities for which the University was responsible.

At its last meeting, Council gave careful consideration to the final draft of the *Towards a safer and more inclusive culture: University of Adelaide ICAC response report* (the report), and to management's proposed response to the [final report](#).

The report makes plain that the University must commit to improving its culture and, in particular, commit to ensuring that the University is a safe and inclusive place to work and study.

Having regard to its responsibility not only for the culture of the University but also to oversee and review the management of the University, Council unanimously passed the following resolution:

Resolution:

Recognising it is ultimately responsible for the culture of the University, Council:

1. *Apologised to all individuals who have experienced sexual assault, sexual harassment, bullying or other unacceptable behaviour while on University premises or in the course of activities for which the University was responsible*
2. *Noted the report dated 26 May 2021 'Towards a safer and more inclusive culture' being the final draft of the University of Adelaide ICAC response ('the Report')*
3. *Endorsed the decision of University management to accept unreservedly each of the 22 recommendations made by the Report ('the Recommendations')*
4. *Noted that management's acceptance of the Recommendations will commit the University to an extensive and comprehensive program of work which management proposes to implement in two phases the first of which will commence immediately*
5. *Requested management to provide to the Council no later than 20 September 2021 the implementation plan for the comprehensive program of work including associated resource requirements and timetable for deliverables*
6. *Resolved to link the implementation of the Recommendations to the University's Strategic Plan and to the KPIs of the Vice-Chancellor & President*
7. *Requested Audit, Compliance and Risk Committee to oversee the implementation by management of the Recommendations, and report to Council by no later than August 2022 on progress to that time and on the interventions, if any, necessary to guide and facilitate completion of the implementation of the Recommendations*
8. *Endorsed publication on the University's website of the Towards a safer and more inclusive culture: University of Adelaide ICAC response report by the end of June 2021 following finalisation by management of a dissemination and communication strategy.*